UNITED
NATIONS

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Secretariat

ST/SGB/279
31 October 1995

SECRETARY-GENERAL'S BULLETIN

Subject: AMENDMENT TO STAFF RULE 112.6

1. Staff rule 112.6 is hereby amended to implement General Assembly resolution 49/222 A (I) of 23 December 1994, in which the Assembly requested that the Performance Appraisal System apply to all staff, including at the Under-Secretary-General level.

2. Rule 112.6, as amended, reads as follows:

"Service reports

"The performance of every staff member, up to and including the level of Under-Secretary-General, shall be the subject of reports made annually by the staff member's supervisors. Such reports, which shall be shown to the staff member, shall form a part of his or her permanent cumulative record."

3. The amended rule takes effect on 1 October 1995.

Boutros BOUTROS-GHALI
Secretary-General

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UNITED NATIONS **ST**

Secretariat

ST/SGB/280
9 November 1995

SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: SUSPENSION OF THE GRANTING OF PERMANENT AND PROBATIONARY APPOINTMENTS

1. I informed all staff members in a prior bulletin (ST/SGB/278 of 14 September 1995) of the serious financial situation facing the Organization and of a number of measures which I had decided to implement immediately in order to alleviate the severe crisis we are now facing. Those measures, although helpful, have not diminished the financial difficulties facing us all.

2. Until the situation improves substantially, the Organization is not in a position to incur further commitments by granting new permanent appointments to its staff members, or by granting probationary appointments upon recruitment. Accordingly, I have decided to suspend the granting of permanent and probationary appointments, effective 13 November 1995. Until further notice, staff now serving on probationary appointments will be offered a fixed-term appointment at the end of their probationary service, provided they have shown that they meet the high standards of the Charter of the United Nations. All new fixed-term appointments will be for a maximum term of two years, to be renewed as appropriate.

3. Let me assure you that I am doing my utmost to return the Organization to an acceptable level of financial viability, which will allow us to plan and take action for the medium- and long-term needs of the United Nations. I know I can count on your support and dedication, without which the Organization cannot overcome its present problems.

(Signed) Boutros BOUTROS-GHALI
Secretary-General

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Secretariat

ST/SGB/281
30 November 1995

SECRETARY-GENERAL'S BULLETIN

To: Members of the staff

Subject: EFFICIENCY BOARD

1. The Secretary-General has established, with immediate effect, an Efficiency Board to advise him as part of his overall management plan for the implementation of his programme for promoting efficiency.

2. The Board will be chaired by the Under-Secretary-General for Administration and Management. It will meet on a regular monthly basis and hold additional meetings, as required.

3. The Board will be composed of individuals selected on the basis of their deep knowledge of the Organization's programmes and will reflect both in-house expertise and advisory capability and expertise external to the Secretariat. Its membership will include the Associate Administrator of the United Nations Development Programme, Mr. Rafeeuddin Ahmed, the Under-Secretary-General for Economic and Social Information and Policy Analysis, Mr. Jean-Claude Milleron, the Executive Secretary of the Economic Commission for Latin America and the Caribbean, Mr. Gert Rosenthal, Ambassador Ibrahim A. Gambari, former Ambassador Jamsheed Marker and former Under-Secretary-General Sir Brian Urquhart.

4. The functions of the Board are as follows:

(a) To review all programmes of the United Nations Secretariat and to identify, in collaboration with programme managers, those areas of United Nations activities where, at present, the promotion of additional efficiency is most likely to be needed or where least effective spending is most likely to occur;

(b) To commission fact-finding studies of the areas identified, seeking to quantify the extent of potential efficiency savings;

(c) To review the findings of such studies and to recommend to the Secretary-General action to be taken to achieve those potential efficiency

enhancements which can be attained without affecting mandated programme deliverables;

(d) To recommend to the Secretary-General, for his consideration and referral to Member States, those areas where mandated programmes are producing the least effective payback.

5. The Board is assisted by a working group, headed by an Executive Director, reporting and directly accountable to the Chairman of the Efficiency Board. The membership of the working group will include selected staff members of the Department of Administration and Management. Staff members from the programme areas under review will be invited to participate.

(Signed) Boutros BOUTROS-GHALI
Secretary-General